

The Communiqué



ALL-Hands

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Acting Site Office Manager Dan Glenn told folks at the All Hands meeting April 5th that the Site Office would be making some adjustments to the Performance Based Incentives used to rate the Lab's performance. He also said that the current LASO Integrated Operations Team (IOT) implementation had been reviewed and a new IOT structure has been adopted utilizing fully qualified personnel and modified facility assignments.

The new IOT structure will ensure the proper oversight for nuclear facilities by LASO and a

true integration of LASO program offices as team participants.

The revamping also allows personnel to focus on maintaining key qualifications. In addition, the new structure allows greater flexibility in assigning personnel to given facilities to quickly respond to needs.

The Performance Based Incentives used to evaluate the Lab are being evaluated for their appropriateness.

Adjustments have been suggested that address Site Office points of concern. Proposed changes have been sent to NNSA HQ for their concurrence.



Karen Boardman updated staff about ongoing human

resource activities. She talked about the status of posted positions, those to be posted, and where LASO stands on its ability to be able to get fully staffed.

She said a number of positions at LASO have been posted for hiring.

Some of the staffing requests are dependent upon Headquarters' allocations and prioritization of funds/slots.

Glenn recognized a number of LASO individual accomplishments and thanked folks for their continued hard work and commitment to a quality effort.



Acknowledgements



Cary Bronson (L) was recognized for his support of the Y-12 Biennial Review, Ivan Trujillo (R) has completed his DOE Nuclear Safety Specialist Qualification



Retirements: Michele Craig & Ray Ortiz



Ray Ortiz, who had more than 30 years of public service, didn't want a big celebration when he retired but, he left folks with these parting words.



"Thanks for all the best wishes.

Please wave as you pass by my house. I will be enjoying my grand daughters, my gardening and farming.

I may see you at the rivers and the Lakes when you go fishing.

I have learned something from each and everyone. (some good, some bad) Just Kidding.

The best of everything always. Good Luck and God Bless you."



Michele Craig also retired in April after 28 years of service, and it was time for a celebration.



Michele, clutches a prized photo of President Bush, and poses with LASO well wishers



Michele reflects

Lunch with the President and colleagues - Anthony Lovato (above), Maureen Gallen (in green), and Jody Pugh



National Security Mission Integrated Operations Team

The Los Alamos Site Office has announced the formation of the new National Security Mission Integrated Operations Team (IOT) which will be responsible for the oversight of TA-55, Chemistry Metallurgy Research Facility (CMR), and Weapons Engineering Tritium Facility (WETF).

The NSM IOT has been created from a combination of the Roving IOT and the TA-55 IOT.

The National Security Mission IOT is a nine person matrix team

comprised of three facility representatives, three Safety Analysts, and three Mission Programs personnel.



Jody Pugh is the National Security Mission IOT lead.

Randi Allen is the facility representative responsible for CMR and WETF, and Cary Bronson and Dan Carter are the facility representatives



responsible for TA-55. Other team members are Joe Houghton-Safety Basis, Phil Roebuck-Safety Basis, Phil Howe-Safety Basis, Darlene Rodriguez-Mission, Mike Heil-Mission, and Mark Delgado-Mission.

This team, including Safety Basis and Mission members, will be co-located in a facility near TA-55 in April.



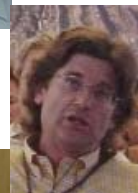
Dan Carter



Carey Bronson



Phil Howe



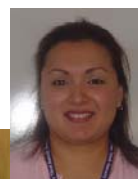
Joe Houghton



Mark Delgado



Mike Heil



Darlene Rodriguez



New Safety Basis Team Lead



Denise
ponying
Nugget

Denise Webb from the Albuquerque Service Center has been selected as the Acting, Safety Basis Team Leader, for the next 120 day detail.

Denise has supported LASO in the safety basis area from the Service Center for more than two years now. She has worked for the Department of Defense as a nuclear weapons certification engineer and has been active in

supporting almost all of the NNSA sites in safety basis as either a technical safety basis analyst or as a team leader working on safety basis documents.

She truly hit the ground running upon her arrival at LASO. If you get the chance, stop by the second floor, room 205, introduce yourself, and say hi. We are fortunate to have someone of Denise's background working with us.

Denise lives in the "East Mountains" of Albuquerque, with 3 horses, two dogs, two cats, two pigs and her children ages 15 and 13. Her children are involved in 4-H. "My hobbies center around these animals -- to include the kids", she said. I enjoy spending time on the back of one (or more) of my horses every weekend."



Thanks to John Fredlund for stepping up and taking on the Acting

Safety Basis Team Leader position, at a very difficult period for LASO.

He has contributed to the continued improvement of



the Laboratory's nuclear safety posture, mission accomplishment and project management success.

A Better Way to Walk by Bethany Lye



Burn more calories with less effort? Bring it on.

I've heard only good things about walking with Nordic poles—the most important being that it burns more calories and targets more muscles than regular walking, all while making your workout feel easier.

But now, in Central Park, just minutes into my first workout, there's a boy riding his bike and staring at me. Not that I can blame him. I look sort of like a cross-country skier without the skis or the snow. The boy pedals faster and flies by me only to brake for a second take. While trying to decide whether I'm indeed a confused skier or maybe an arthritic modern dancer, he nearly collides with an older couple who seem equally perplexed by my presence. I can't help but wonder: Is all this attention really worth a sweet calorie burn?

My Nordic-walking lesson began with my instructor, exercise physiologist and nutritionist Martica Heaner, setting me straight on a couple of points.

Walking, she assures me, can be much more than the leisurely stroll through the park I'd always thought it was. What's more, the poles aren't just pricey "walking sticks" (as I'd labeled them). Using them not only builds upper-body endurance but also increases your calorie burn 20 to 45 percent over regular walking. And they offer support that can put less stress on your knees.

It takes a little practice before I'm able to see for myself what she means. First, I fully extend one arm ahead as I take a step with my opposite foot. My core twists as I plant my pole and push back, my back foot coming forward. Meanwhile, my other arm pushes the opposite pole past my hip and out behind my body, then sweeps it forward to keep pace with my feet.



"Lean forward from your ankles," Heaner instructs. "Don't bend at your waist." I lean forward and, of course, bend at my waist. I'm trying to keep the poles angled like I'm supposed to and can't seem to move my arms fast enough. It takes all my concentration to get my stride even semi-smooth.

After 10 minutes of practicing while Heaner tinkers with my posture ("head up," "don't grip the handles too tightly," "really engage your core"), my pace falls somewhere

between a fast walk and a run—then, suddenly, everything clicks. I'm having a blast as I stride along, the poles adding powerful pep to my step. I'm burning calories like mad, but the weird thing is I don't feel like I'm working hard at all.



When the lesson ends, I'm sweaty and breathless, convinced that I've had a thorough workout. An old man on a nearby bench cranes his neck in my direction; he wants a closer look at my poles. I smile, unconcerned. It's hard to turn heads in New York—and I just can't wait to do it again.

Freelance writer Bethany Lye gets a kick out of drawing attention while Nordic walking through the streets of New York.

Health
Looks good on you

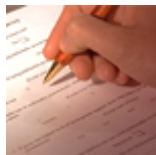
Health is America's most-trusted health and wellness magazine, giving women the most credible, useful, and up-to-date information and inspiration on how to live a healthier, happier life.

Human Capital Survey

Human Capital Management



DOE has received the results of its 2006 Federal Human Capital Survey from the Office of Personnel Management. During the summer of 2006, over 220,000 full-time federal employees including 7,742 DOE employees participated in the survey.



The Federal Human Capital Survey measures employees'

satisfaction with the performance of their leaders, how the Department addresses mission needs through recruiting, talent development, as well as, their jobs, pay, and benefits.

"I am very proud of Energy's 61% response rate for the survey and I thank you for your participation," said Jeff Pon DOE Chief Human Capitol Officer.



On January 30th OPM released the agency-wide results for the 2006 Survey. The key themes of the Survey are four Human Capital Assessment and Accountability Framework indices: Leadership and Knowledge Management, Results-Oriented Performance Culture, Talent Management, and Job Satisfaction.

Overall, DOE's results are consistent with those of

other comparably sized government agencies. Out of the 36 agencies that participated, DOE ranks 14th on the Leadership & Knowledge Management Index; 20th on the Results-Oriented Performance Culture Index; 21st on the Talent Management Index; and 23rd on the Job Satisfaction Index.

"The survey identified many opportunities for improvements which include how the Department treats and manages its people, Pon said. "It is important that I share with you that the DOE leadership is committed to continue efforts to improve your satisfaction in all key themes of the survey."

All DOE employees can now access the Federal Human Capital Survey results through the DOE Homepage at:

<http://humancapital.doe.gov/>



Jeff Pon DOE Chief Human Capitol Officer

Spring is Coming and So are the Snakes!

Our local snakes are coming out of hibernation as it begins to warm up and they are not shy. A Lab employee got a bit of a scare when a snake showed up on their front door step.

We have both Bull and Rattlesnakes here so it is useful to be able to recognize the difference between the two.



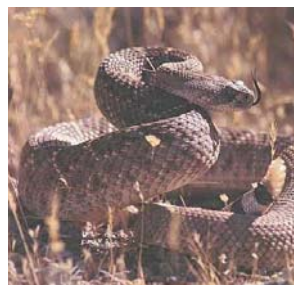
Bull snakes are beneficial snakes because they eat quantities of mice, cotton rats, gophers and small mammals. They may hiss

loudly or even posture themselves in an S-shaped curve to deter potential threats.



Despite their menacing attitude, they are non-venomous and they will not strike unless disturbed. (pictured above) If you leave them alone -- they will leave you alone.

Rattlesnakes are poisonous so most of us don't care to coexist with them, but they too are useful especially in reducing the rodent population.



Rattlesnakes come in 16 distinct varieties. There are numerous subspecies and color variations, but they are all positively identified by the jointed rattles on the tail.

The Rattlesnakes vision is really awesome. They can see heat images in the night and this makes it really easy for them to find and catch their prey. They can also smell with their forked tongue. Rattlesnakes are also great swimmers! They don't hunt in the water though.

Very few people are actually bitten by rattlesnakes, yet because the bite is extremely painful and can be fatal, you should always keep alert and watch where you step or put your hands when you are in the field.

Most rattlesnakes, when disturbed, normally try to withdraw. But if they think they are cornered, the explosive sizzling buzz of their rattles is an unmistakable warning to retreat and is a sound that will long be remembered.





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Use of GOVs



All employees using Government vehicles are expected to adhere to all applicable traffic laws and regulations.

Drivers must be aware that they have a responsibility to operate these vehicles in a safe manner at all times, and any misuse or violation of laws and regulations will be reported to your respective offices.

It is important as federal employees that we set an example in this regard. Please remember that violations of use are often reported to the GSA, and those inquiries and complaints are easily reported back to us at the Site Office.

In Case You Missed It

Use or Lose Leave



Now is the time to be scheduling and using "use or lose" leave. Although it is still early in the year, supervisors should, in conjunction with

employees, establish leave schedules for the 2007 leave year.

Leave schedules ensure that all employees are given a reasonable opportunity for a vacation, and to use any leave they would otherwise forfeit at the end of the leave year.

Although there are provisions of law that

provide for the restoration of forfeited annual leave, it is not a right or benefit. Restoration should be rare, therefore early scheduling and use of leave throughout the year -- not at the end of the year -- is essential.



LASO Building Access



Access to the LASO building is limited to DOE/NNSA employees, contractors, and visitors who have official business

with the DOE/NNSA.

During operational hours, visitors will report to the mailroom and check in before being issued a visitor's badge. It is the responsibility of the LASO sponsor to ensure that visitors have been properly processed through the mailroom before conducting official business.

During non-operational hours and on weekends

and official holidays, all the doors will be secured and personnel will be required to use the badge reader units located to enter the building.

The main entrance to the building is secured at the conclusion of each operational day, and personnel exiting the building after 1700 hours must utilize the crash bars and assure that the door has been secured behind them.

PREVENTIVE HEALTH SCREENINGS



Federal employees may be granted up to four hours of excused absence (administrative leave) each year to obtain preventive health screenings.

This law was signed by the President in January 2001 in an effort to assist federal workers in taking a proactive role in defeating serious disease while it is in its earliest and most curable stages, and provide for a healthier workforce.

Some of the preventive services covered by this provision of law include mammography, pap smears, cholesterol checks, screening for prostate, cervical, colorectal and breast cancer, sickle cell and

blood lead levels.

Requests for preventive health screenings should be made in advance of the leave, and are subject to approval by an official authorized to grant leave, as is the case for annual or sick leave requests for medical appointments.

The four hours is limited to each leave year, and unused leave for this purpose may not be carried forward to the next leave year.